



1. CALL TO ORDER

2. ROLL CALL

3. PUBLIC COMMENT







Please introduce yourself to the Commission by name and information about yourself that you would like to share with the Commission, up to 3 minutes

Feel free to include information about the following:

Community Work
Community Experience
What you are passionate about
A personal bit of information
Any demographic information you would like to share
A fun fact about yourself











Bylaws

- March 23rd: Members express interest
 Up to 3 minutes
- March 29th: Info for Consideration
- April 1st: Comm'n receives information
- April 6th: Names submitted (2 each office)
- April 8th: Lists sent to Members
- April 13th: Election







Mission Statement Ad Hoc Committee

- Estela De Los Rios
- Eleanor Evans
- George Khoury
- Ellen Nash
- Gina Roberts
- Samuel Tsoi
- Daphyne Watson









Human Relations Commission March 23, 2021



Meeting Agenda

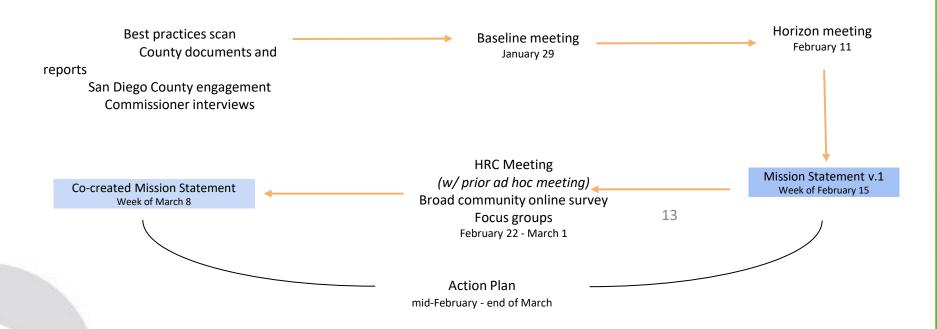


- Synthesis of feedback from focus group & surveys
- Finalized Mission Statement
- Questions
- Next Steps





Developing the mission statement





Focus Group Feedback



Mission Statement Feedback Focus Group 3/1/21

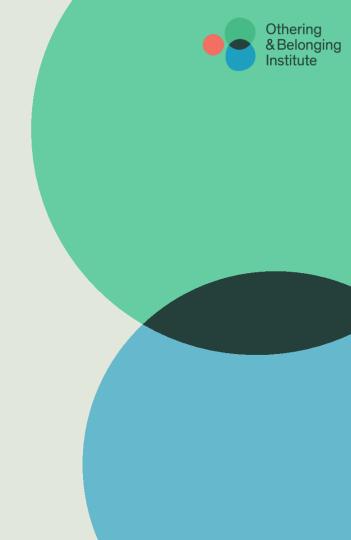
- Add opportunities to the last sentence: "It works to provide meaningful relief and opportunities to people suffering from the harms of systemic racism and of othering.
- The word relief raises questions. What kind of relief? Is it legal relief?
 Disaster relief? Is it aid? Is it to alleviate the pain? Will the office provide avenues for legal complaints?
 - O Would another word be more appropriate (e.g., resolution or liberation)? It needs to be both short term (relief) and long term (liberation).
 - Relief was intended to be connected to healing not legal recourse.
 - For example, consider truth and reconciliation. Liberation is important for both victims and offenders (those who do the harm).
 What cities have conflict resolution systems in place to address harm, so that victims and offenders can repair the harm done?





Mission Statement Feedback Focus Group 3/1/21

- The mission statement is not just advocating for change but championing and bringing about change.
- Is othering a useful term? Historically, others exist in relation to the dominant group. Othering is more inclusive since it captures all of those who are othered. There was consensus that "othering" is the appropriate term, but questions about whether everyone can understand and/or relate to the term.
- It is also important to address the role that the office plays in exposing inequities and provide research / data to demonstrate these inequities.
- Be Bold





Community Survey Feedback



Demographics: Who was sampled?



Race and Ethnicity

- White/European descent: 36%
- Hispanic/Latino/a/x: 23%
- Arab: 13%
- Multiracial: 8%
- East Asian: 3%
- South Asian: 3%
- African-American/ Black: 1%
- Native Hawaiaan/Pacific Islander: .9%
- Central Asian: .3%
- Other: 8%

Geographic Region

- Central: 35%
- North County Inland: 17%
- South Bay: 16%
- East County Inland: 14%
- North County Coastal: 10%
- Coastal: 6%

Racial Inequality Sentiments

What beliefs do community members have about racial inequality in San Diego?





Racial inequality a major problem within San Diego County.

82% said "Yes, one's race and ethnicity largely determines access to critical needs in the County."





Inequality also goes beyond issues of race and ethnicity. 75% said "yes, inequality is a major problem within San Diego County with many groups, including-but not limited to-race and ethnicity."

Mission Statement

What does the community value? How does the draft mission statement for the Office of Equity and Racial Justice resonate with community members?



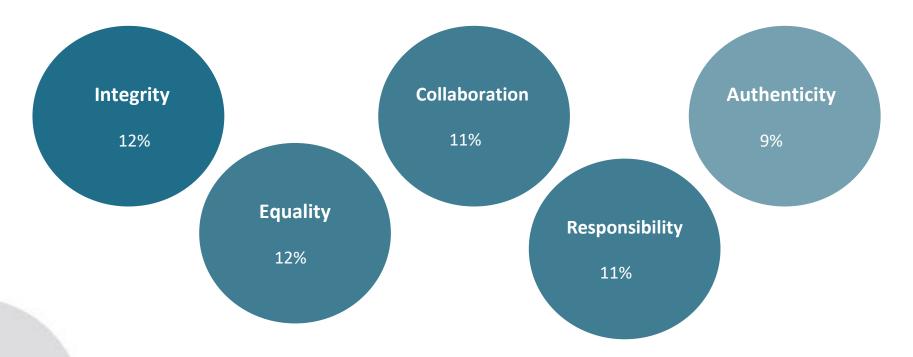


Accountability was overwhelmingly selected as a value that should be reflected in San Diego's OERJ, as 36% of community members selected this value.



Which others values should be reflected in San Diego's Office of Racial Equity and Justice?





^{*}Community members selected 3 values that should be reflected out of a list of 62 values. These were the top values.



Draft OERJ Mission Statement



San Diego County's Office Equity and Racial Justice bridges county departments and communities to advocate for equity through the design of bold policies and practices.

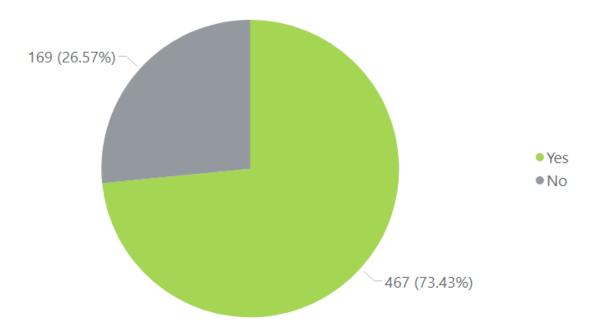
The office serves to co-create transformative and enduring systemic change in County government.

It works to provide meaningful relief to people suffering from the harms of systemic racism and of othering



74% of community members say that the mission statement reflects their needs.

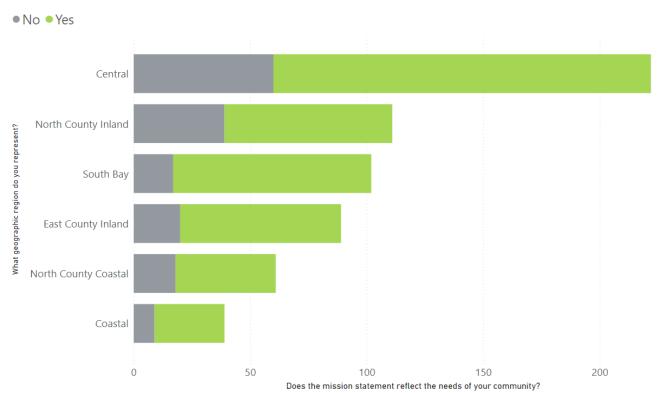






While there was not equal sampling across **geographic regions**, the majority of regions said the mission statement reflected their community needs.





San Diego County's Role

Are community members aware of what is being done to address racial inequality by San Diego County?



There is not enough being done to communicate and demonstrate San Diego County's work in the space of racial inequality.

Only 25% said they were aware of what San Diego County government has done to address racial inequality.

Only 20% said that racial inequality in San Diego County is effectively communicated to the general public

Only 20% said that inequalities that different groups experience are effectively communicated to the general public.

Mission Statement

Mission Statement

The statement should be broad enough to give the office the latitude to move forward in advancing the mission. It needs to be specific enough to be able know if their decisions advance the mission.



Finalizing the Mission Statement



Criteria for success for mission statement:

- Champion change: the mission statement should include co-creating transformative & enduring change
- Community: the mission statement should include cocreation with the community and have transparency for accountability
- Advance/champion equity & justice: healing to alleviate harm of systemic racism, belonging, root out injustice



Final Mission Statement



San Diego County's Office of Equity and Racial Justice partners with the community to co-create transformative, enduring, structural and systemic change in San Diego County government.

We bridge San Diego County departments and community voices to design bold policies and practices to advance equity.

We champion belonging for all and advocate for people suffering from structural and systemic racism and exclusion.



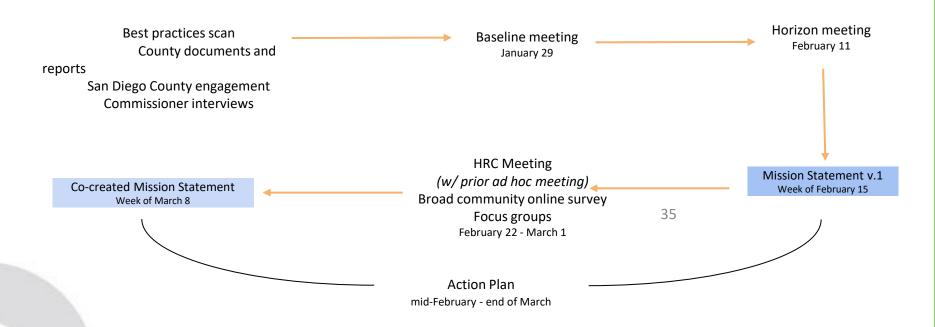








Developing the mission statement



Appendix



Demographics: Who was sampled?



Role in San Diego Community

Parent: 41%

• County resident: 81%

• Caregiver: 15%

Community organizer: 13%

Community service provider: 22%

• Volunteer in community: 25%

Active county resident in public organizing meetings: 8%

• Active county resident in County government outreach efforts: 6%

• Organization or nonprofit with existing long-term relationships with County government: 19%

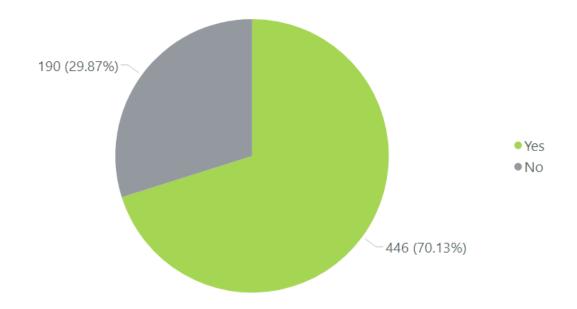
Organization with growing and new connection with County government: 4%

• Current or former candidate or political campaign participant for local elected office at local government (city, county, township level): 2%



70% said the mission statement reflected people who share different aspects of their **identity**.

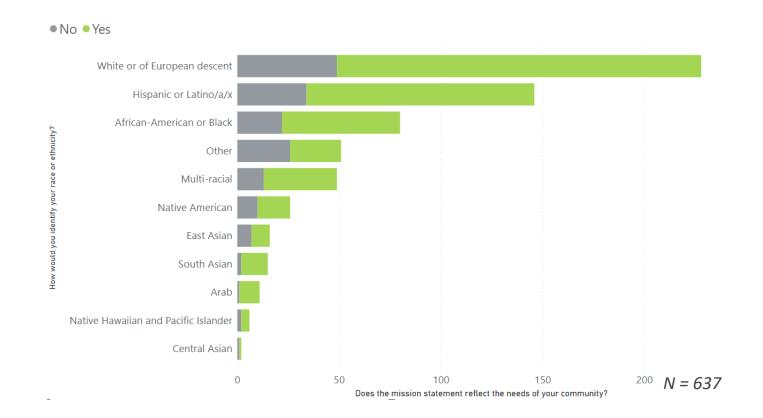






In general, the mission statement meets community **needs** across **different race and ethnicities**.

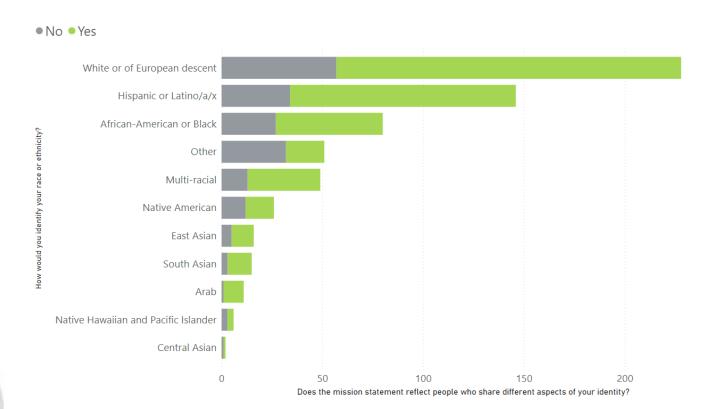






Does the mission statement reflect people who share different aspects of your **identity**?

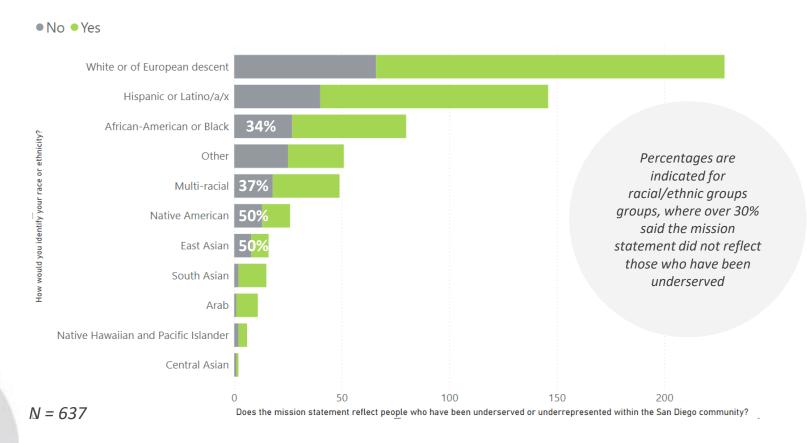






While **68**% overall agreed that mission statement represented **underserved or underrepresented** groups within the San Diego Community, minority groups were more apprehensive.









RESPONDING TO INCREASES IN ANTI-ASIAN PACIFIC ISLANDER HATE IN SAN DIEGO

Presented By Kent Lee & Kirin Macapugay

KIP! HURRAH!

CHINESE EXCLUDED

-The

Jemocratic Chinese Exclusion B

Has Been Signed by

OUR DEMOCRATIC PRESIDEN

Hip! Hurrah! The White Man is on Top. Let every DEMOCRAT and all other GOOD Citizens turn out and Ratify this

DEMOCRATIC MEASURE

HORTON HOUSE PLAZA

This Wednesday Evening at 8 O'clock.

To Night

Speeches will be made by Leading Democratic Orators.

COME OUT AND RATI

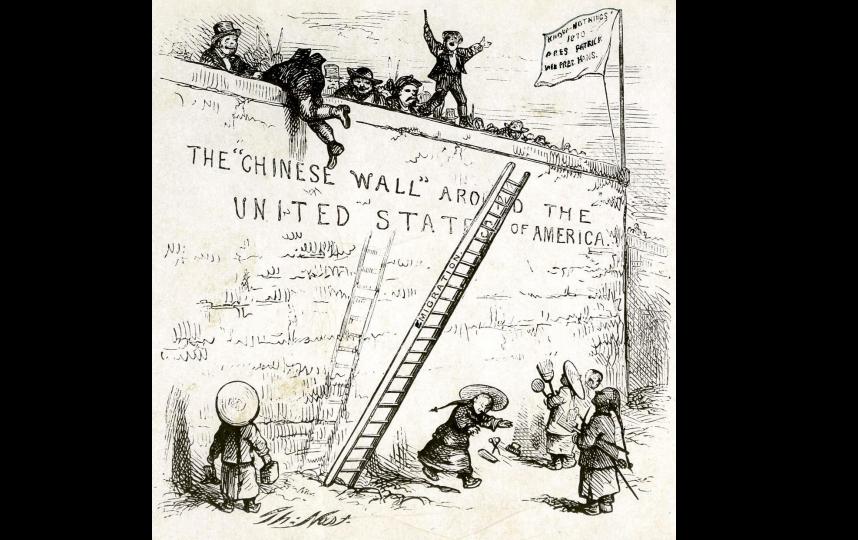
Come Everybody!

NO MORE CHINESE

By Order of

Democratic County Central Committee.

Fraudzen, Bumgardner & Co., Steam Printers, 838 Fourth Street.





WESTERN DEFENSE COMMAND AND FOURTH ARMY WARTIME CIVIL CONTROL ADMINISTRATION

Presidio of San Francisco, California April 1, 1942

INSTRUCTIONS TO ALL PERSONS OF JAPANESE ANCESTRY

Living in the Following Area:

 $All \ that \ portion \ of \ the \ City \ and \ County \ of \ San \ Francisco, State \ of \ California, lying \ generally \ west \ of \ the \ north-south$ line established by Junipero Serra Boulevard, Worehester Avenue, and Nineteenth Avenue, and lying generally north $of the \ east-west \ line \ established \ by \ California \ Street, to \ the intersection \ of \ Market \ Street, and \ thence \ on \ Market \ Street$

All Japanese persons, both alien and non-alien, will be evacuated from the above designated area by 1200 o'clock noon Tuesday, April 7, 1942.

 $\textbf{No Japanese person will be permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted to enter or leave the above described area after 8:00 a. m., Thursday, April 2, and the permitted area after 8:00 a. m., Thursday, April 2, and the permitted area after 8:00 a. m., Thursday, April 2, and the permitted area after 8:00 a. m., Thursday, April 2, and the permitted area after 8:00 a. m., Thursday, April 2, and the permitted area after 8:00 a. m., Thursday, April 2, and the permitted area after 8:00 a. m., Thursday, April 2, and the permitted area after 8:00 a. m., Thursday, April 2, and the permitted area after 8:00 a. m., Thursday, April 2, and April 2, and April 3. m., Thursday, April 3. m., Thur$ 1942, without obtaining special permission from the Provost Marshal at the Civil Control Station located at:

1701 Van Ness Avenue San Francisco, California

The Civil Control Station is equipped to assist the Japanese population affected by this evacuation in the following ways:

- 1. Give advice and instructions on the evacuation.
- 2. Provide services with respect to the management, leasing, sale, storage or other disposition of most kinds of property including: real estate, business and professional equipment, buildings, household goods, boats, automobiles, livestock, etc.
- 3. Provide temporary residence elsewhere for all Japanese in family groups.
- 4. Transport persons and a limited amount of clothing and equipment to their new residence, as specified below.

The Following Instructions Must Be Observed:

1. A responsible member of each family, preferably the head of the family, or the person in whose name most of the property is held, and each individual living alone, will report to the Civil Control Station to receive further instructions. This must be done between 8:00 a. m. and 5:00 p. m., Thursday, April 2, 1942, or between 8:00 a. m. and 5:00 p. m., Friday, April 3, 1942.

NOT

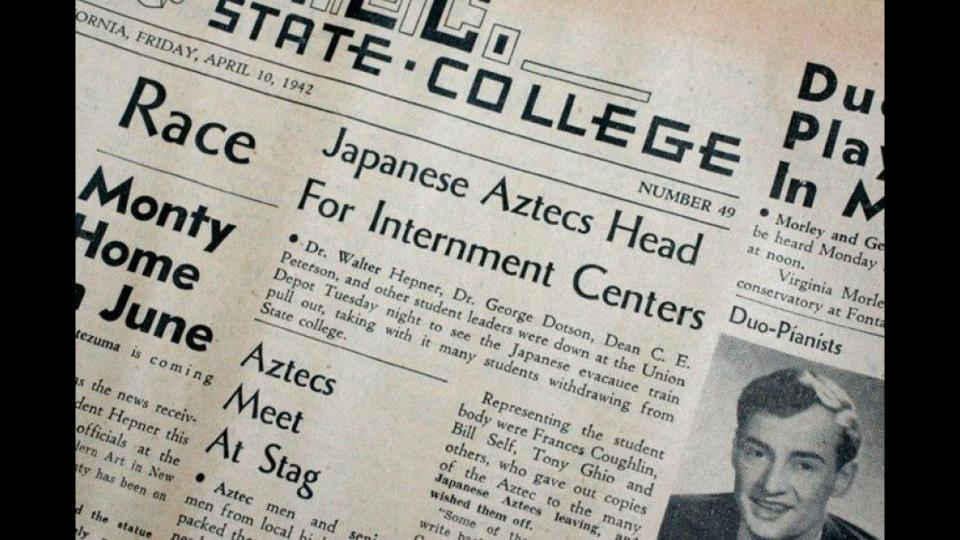
Headqui Western Defen and Fourt

Presidio of San Fran April 1, 19

Civilian Exclusion

1. Pursuant to the provisions of Public Proclamations Nos. 1. March 16, 1942, respectively, it is bereby ordered that all persons aliens, be excluded from and after 12 o'clock noon, P. W. T., of Tuc-Area No. 1 in the State of California described as follows:

line established by Junipero Serra Boulevard, Worchester Avenue. of the cast-west line established by California Street, to the interse to San Francisco Bay.

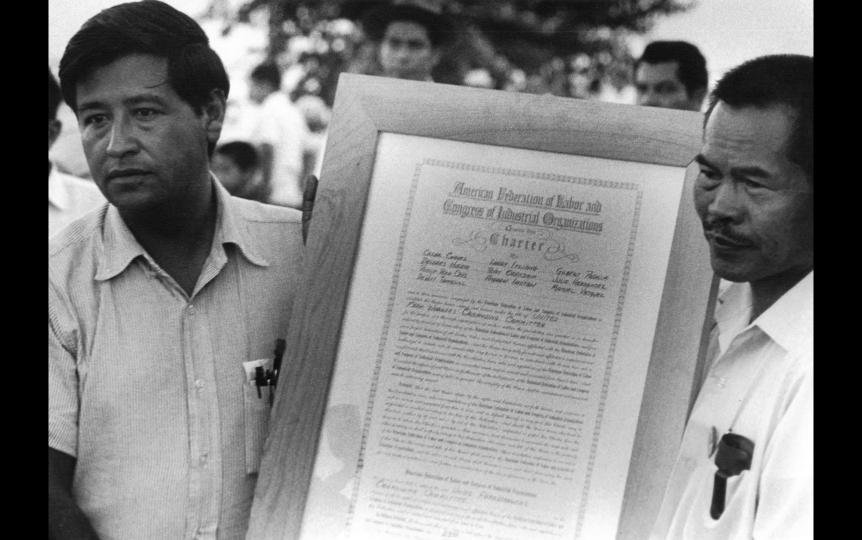


















Presidio of San Francisco, California April 1, 2017

TO ALL PERSONS OF ISLAMIC BELIEF

Living in the Following Area:

All of the Dingo Courts, California, mode of a line extending in an enterty descript from the moteh of the San Dingois Birry (sorthern of the May, along the root's side of the San Dingois Birry, Lake Biologie, and the San Pangani Birry in the height over the San Pangani Birry at or tour San Dingois these senting dang the authority line of California San Dilgious No. 30 through Reviews and Johnson to enterts benefity line of San Dingoi Casary.

All Muslim person, both alien and son-alien, will be oversated from the above designated and by 12:00 o'clock noon Wednesday, April 6, 2017

No Adudity person will be permitted to enter or horse the above described area after 860 a, so., Thursday, April 2, 2011, authors obsaining special permission from the Present Marshal at the Civil Control Station located at:

1919 India Street San Diogo, California

The Gell Cantrel Station is equipped to union the Mexicon psyclotion affected by this execution in the follow-

I. the above and instructions on the execution.

2. Provide services with respect to the management, hasing, rule, strenge or other disposition of most leads of property metalling; real setters, bostones and professional equipment, building; broateloads, beats, oursmobiles, broateloads.

Provide temporary mediane clareborn be all Machine in facility groups.
 Transport persons and a limited messar of clathing and equipment in their new residence, as question below.

The Following Instructions Must Be Observed:

 A committee marker of one hearing periodically the local of the family, or the general in classe same most of the prime or, in that, and and inside that leving above, 200 frequent to the COM Courted States, in conceive forther instruction. This mane he dane between 1600 a.m. and 560 p. m., Thismbey, April 2, 2007, or between 300 4. m. and 500 m. m. Friding, April 3, 2007.

- 2. Executes must vary with them as departmenter the Recoption Center, the Inflowing property:
- (a) Bedding and linear (on numbers) for each member of the family:
- (h) Tailet atticks for each mender of the finally.
- (c) Earry dething he such member of the family.
- $(\beta) \quad \text{Sufficient known, fishe, spoons, plane, levels and supefur such sensition of the family:}$
- (c) Executively personnal effects for each member of the family.

All inconsumed will be securely packaged, tied and plainly special with the name of the owner and unedered in accordance with instructions received at the Civil Control Station.

The size and number of puckages is bacted in that which can be carried by the individual or bootly grows. So assurband from an described in programs 8, Faklet Puntamation No. 3, Headquarray Newton Delicate Command and Fourth Arre, show Meet 3a, 2017, will be carried.

Command and Fourth Army, the old March 22, 2017, will be current.

2. The Entered Struct Common through its agencies will provide for the storage as the sole side side of the owner of the some substantial broad-shift struct, such as relatives, making markines, pianos and other breasy familiars.

Cooking networks and of poles small from soil the composit of courts, should said plainly insided with the same and

edition of the overse Ordy one name and softron will be need by a given facility.

A. Each leading, and individual from glause, will be to be a supported from the flavoration Centre. Private mones of comparation will see for eitherd. All interactions pertaining to the assessment will be advised on the Cryd Centrel Station.

Go to the Civil Control Station at 1919 India Street, San Dispo, California, between 8:00 a.m. and 5:00 p.m. Thursday, April 2, 2017, or between 8:00 a.m. and 5:00 p.m. Friday, April 3, 2017, to receive humber instructions

I am an American

UCSan Diego Health

DEVELOPING STORY



FIRST POSITIVE CORONAVIRUS CASE IN SAN DIEGO UCSD MEDICAL CENTER



we make it easy

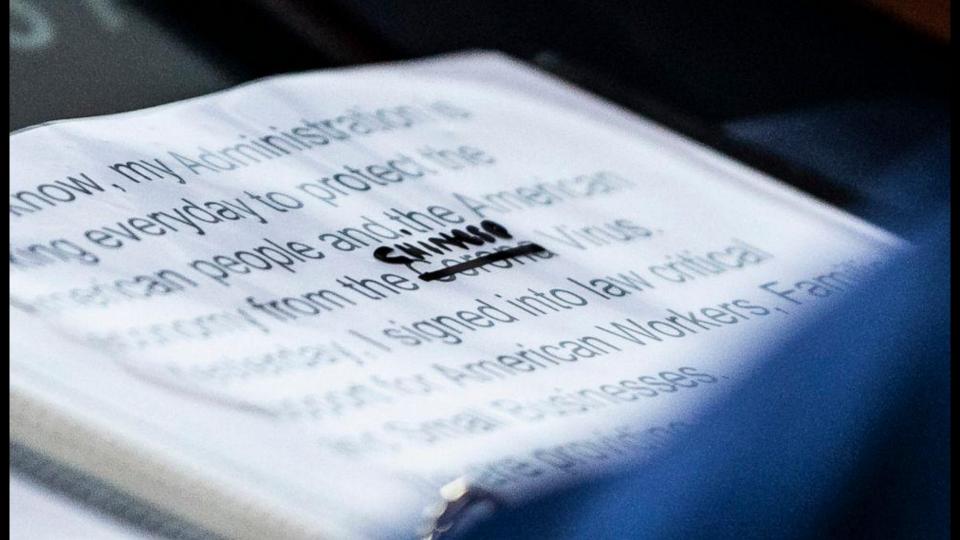
HEADLINES R CHINESE MILITARY HACKERS WITH BREAKING INTO EQUIFAX COMPUTER I

6:31

59









Select language







STOP AAPI HATE National Reporting Data

- Over 3,800 Incidents Reported Since March 19, 2020
- As of December 2020:
 - 7.3% of incidents involved the elderly
 - 13.6% of incidents involve youth under 20 years old
 - Women are 2.5x more likely to be attacked then men
 - Race was cited as the primary reason for discrimination, making up 90.3% of incidents



Recent National Incidents

- 84 y/o man killed in San Francisco
- 64 y/o woman attacked and robbed in San Jose
- 70 y/o woman shoved and robbed in Oakland
- 61 y/o man slashed across the face in New York City
- 8 killed (6 Asian women) last week in Georgia



WHAT'S HAPPENING IN OUR COMMUNITY?



FROM 3/19 TO 12/31, THE SAN DIEGO COUNTY HAS RECEIVED UP TO

#STOPAAPIHATE

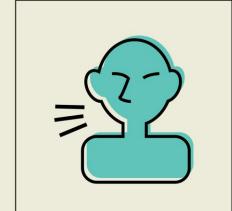
42 REPORTS DISCRIMINATION.



TYPE OF DISCRIMINATION

(N=42)

#STOPAAPIHATE



57.1%

VERBAL HARASSMENT/ NAME CALLING

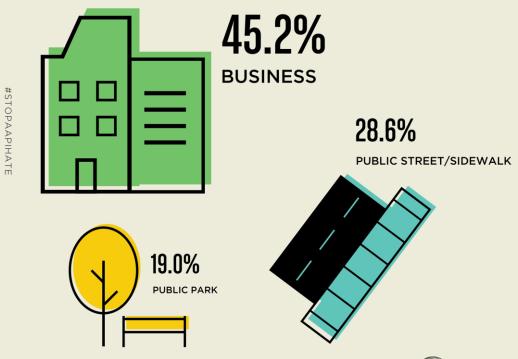


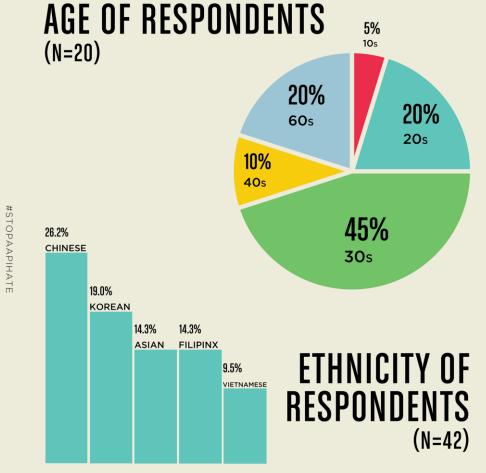






SITE OF DISCRIMINATION (N=42)









SAN DIEGO API IMPACTS

- Decline in business patronage as far back as Jan 2020
- Reported incidents have included:
 - Verbal harassment of Uber driver
 - 65y/o Filipina American grandmother, 41 y/o daughter, and 16 y/o granddaughter verbally harassed and then teen physically attacked
 - Numerous individuals told to "go back to China" or blamed for spreading Coronavirus



SAN DIEGO RESPONSE

- San Diego Asian Pacific Islander Coalition Formed to promote further communication and collaboration amongst API-serving organizations
- June 2020 City Council Resolution Denouncing Xenophobia and Anti-Asian Racism
- June 2020 Advocacy for API Representative Seat on County Human Relations Commission

The San Diego Union-Tribune



SAN DIEGO



San Diego leaders denounce racist attacks against Asian Pacific Islander community









Press Conference Held: May 27, 2020

Left to right: San Diego Council President Georgette Gómez, Erin Chew, Executive Director of Pacific Arts Movement Kent Lee and President and CEO of the Asian Business Association Jason Paugio. Community leaders and elected officials discussed incidents of verbal and physical attacks against Asian American Pacific Islander residents during a virtual conference Wednesday. (Andrea Lopez-Villafana/Andrea Lopez-Villafana/San Diego Union-Tribune)



WHAT CAN WE DO?

- Educate yourself on the history of AAPI racism
- Speak out against ANY and ALL forms of hate impacting
 San Diego communities
- Seek disaggregated data to understand impact
- Support local immigrant-owned businesses
- Support H. Res 151 and H. Res 153



WHERE TO FIND INFO

- San Diego API Coalition: sdapicoalition.org
 - Includes a list of API community resources
 - Follow-us on social: facebook.com/sandiegoapicoalition
- Stop AAPI Hate Reporting: stopaapihate.org



THANK YOU FOR ALL YOUR WORK TO COMBAT HATE IN ALL FORMS!



Adjourn

Next Meeting: Tuesday, April 13, 2021

Thank you for attending.

